

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1980-81)**

(SEVENTH LOK SABHA)

FIRST REPORT

MINISTRY OF RAILWAYS (RAILWAY BOARD)

**ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
CONTAINED IN THE TWENTY-FIRST REPORT OF THE COM-
MITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHE-
DULED TRIBES (SIXTH LOK SABHA) ON THE MINISTRY OF
RAILWAYS (RAILWAY BOARD)—RESERVATIONS FOR, AND
EMPLOYMENT OF, SCHEDULED CASTES AND SCHEDULED
TRIBES IN NORTHERN RAILWAY AND AWARD OF PETTY CON-
TRACTS TO SCHEDULED CASTES AND SCHEDULED TRIBES IN
NORTHERN RAILWAY.**

Presented to Lok Sabha on—

Laid in Rajya Sabha on—



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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(1980-81)

Shri R. R. Bhole—Chairman

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*Elected w.e.f. 4th December, 1980 *vice* Shri Balabhar Ram who ceased to be a Member of the Committee on his appointment as Minister of State.

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SECRETARIAT

Dr. D. N. Gadhok—*Senior Legislative Committee Officer.*

Shri P. C. Chaudhry—*Senior Legislative Committee Officer.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this First Report (Seventh Lok Sabha) on Action Taken by Government on the recommendations contained in the Twenty-first Report (Sixth Lok Sabha) on the Ministry of Railways (Railway Board) Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Northern Railway and award of petty Contracts to Scheduled Castes and Scheduled Tribes in the Northern Railway.

2. The Draft Report was considered and adopted by the Committee at their sitting held on 29th September, 1980.

3. The Report has been divided into the following chapters :—

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

4. An analysis of the action taken by Government on the recommendations contained in the Twenty-first Report (Sixth Lok Sabha) of the Committee is given in Appendix. It would be observed there from that out of twenty-eight recommendations made by the Committee in the Twenty-first Report, Nineteen recommendations i.e. 67.86 per cent have been accepted by Government; the Committee do not desire to pursue five recommendations i.e. 17.86 per cent of their recommendations in view of Government's replies and four recommendations i.e. 14.28 per cent, in respect of which replies of Government have not been accepted by the Committee require reiteration.

NEW DELHI;

December 2, 1980

Agrahayana 11, 1902 (Saka)

R. R. BHOLE

Chairman,

*Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.*

CHAPTER I

REPORT

The Report of the Committee deals with the Action Taken by Government on the recommendations/Observations contained in the Twenty-first Report (Sixth Lok Sabha) on the Ministry of Railways (Railway Board)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Northern Railway and award of Petty Contracts to Scheduled Castes and Scheduled Tribes in Northern Railways.

1.2. In para 1.11 of their Twenty-first Report, the Committee had observed that a large number of posts had been kept outside the purview of reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Northern Railway. The Committee expressed concern why reservation orders had not been made applicable to those posts and desired that the Ministry of Railways (Railway Board) should review the whole policy of making reservation orders applicable *in toto* to all the posts in the Railways in consultation with the Department of personnel and Administrative Reforms. The Committee stressed that they were in principle opposed to any category of posts being exempted from the purview of reservations.

1.3. In their reply dated the 17th March, 1980, the Ministry of Railways have stated that the matter has since been examined in detail in consultation with the Department of Personnel and Administrative Reforms and position is found to be as follows :—

“The reservation originally applied only to the vacancies filled by direct recruitment and has been extended in stages to cover also the promotions made through limited departmental competitive examination to posts/grades in Class II, III and IV; on the basis of seniority-cum-fitness to posts/grades in all classes and on the basis of promotion by selection in Class II, III and IV and to the lowest rung of Class I service. Under the extant instructions the following categories are exempted from the scope of reservation for Scheduled Castes and Scheduled Tribes :—

- (i) Promotion by selection within Class I Service;
- (ii) Promotion other than (i) above, where the element of direct recruitment exceeds 66-2/3%.
- (iii) Posts filled by transfer;
- (iv) posts filled by deputation.

The question of extending the reservation to the above category has been considered repeatedly in the past at the highest levels in the Government, but it has not been found possible to extend reservation to these areas for some of the reasons mentioned briefly below :—

(i) *In promotion by selection within Class I Services.*

The responsibilities of such posts are generally of a very high order. It was considered that it might be too much of a compromise with both efficiency of administration and the morale of the existing staff if reservations are sought to be made in such promotions. Reservations at these higher levels are likely to lead to supersession and promotional avenues at the top levels being restricted, they are sure to adversely affect the morale of the senior management of the Civil Services, which may not be a desirable and in itself.

(ii) *Promotions to posts/grades in which the element of direct recruitment exceeds 66-2/3%.*

As stated above, originally reservation was confined only to the vacancies filled on a regular basis by direct recruitment. The promotion posts were clearly excluded from the purview of reservation. Subsequently, however, reservations were extended in stages to the various promotional areas. Till 1968, the promotions made by selection to within Class III and IV posts, apart from those made through a limited departmental competitive examination, were subject to reservations only in respect of such grades/posts in which there was no element of direct recruitment. However, on a review of the policy of reservation in promotion, the Government liberalised and enlarged the scope of the reservation scheme in 1968 by laying down that reservations would be applicable to the promotions made through limited departmental competitive examination in Class II and III and IV and by selection to/within Class III and IV in respect of grades/services in which the element of direct recruitment did not exceed 50%. This was further liberalised by the orders issued in 1976, with a view to enlarging the scope of reservations in promotions, by substituting 66-2/3% in place of the 50% element of direct recruitment.

(iii) *Posts filled by transfer or deputation :*

Recruitment by means of deputation and transfer is prescribed only in those cases where the turnover is essential or where special professional experience is necessary for manning a post or where there are no career prospects to attract suitable persons through other modes of recruitment. Instead of making any formal reservations, particularly in the posts filled by deputation, instructions have been issued to the Ministries sponsoring candidates for deputation also to consider the eligible Schedule Castes/Scheduled Tribes employees along with the other eligible employees while sponsoring names for deputation. Similarly, instructions have also been issued to the employing Ministries/Heads of Offices concerned, particularly where the number of posts to be filled by deputation is fairly substantial to make an endeavour to see that a fair proportion of such posts is filled by employees belonging to these communities from the feeder cadres. It is considered that these measures would sufficiently safeguard the interests of Scheduled Castes and Scheduled Tribes in such appointments.

(iv) *Purely temporary establishments such as work-charged (daily rated) staff.*

Orders have since been issued on 22-7-77 and 10-3-79 that the principle of reservation for the Scheduled Castes and Scheduled Tribes should generally be suitably applied to the extent possible to work-charged establishments also as in the case of engagement of casual labour/substitutes, except in the case of those who are required for emergencies like flood relief work.

accident restoration and relief etc. Although no roster register is required to be maintained, the recruiting authority is required to ensure intake of Scheduled Castes/Scheduled Tribes to be as far as possible according to the percentage of reservation prescribed in their favour.

It may be added here that reservations already extend to the major areas of recruitment. The extension of the reservation to the few excepted areas as discussed above is not likely to lead to any significant improvement in their representation, and can, at best, have a marginal effect. It is well known that it has not been possible to fill all the reserved vacancies, in the areas where the reservations already apply, because of the non-availability of Scheduled Castes/Scheduled Tribes candidates, despite the existence of a strict and elaborate procedure for securing suitable Scheduled Caste/Scheduled Tribe candidates for filling the vacancies reserved for them, and availability of a number of relaxations and concessions. The Government, therefore, considers that what is of prime importance is not to enlarge the scope of reservation, but to enlarge the availability of suitable eligible and adequately deserving Scheduled Caste/Scheduled Tribe candidates, and take intensive steps to increase their intake into Government services. This matter is already engaging the active attention of the Government."

1.4. The Committee are not satisfied with the reply of the Government as they are in principle opposed to any category of posts being exempted from the purview of reservations. The Committee would like the Ministry of Railways (Railway Board) to review the whole policy of Reservations and to make reservations applicable in toto to all the categories of posts in the Railways.

1.5. In para 2.45 of the Report, the Committee had observed that a large number of vacancies had been dereserved in various grades during the last three years depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee were firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved. The Committee desired that before steps for dereservation were taken, it should be ensured whether Scheduled Caste candidates were available for appointment against the vacancies reserved for Scheduled Tribes and *vice-versa*.

1.6. In their reply dated the 9th April, 1979, the Ministry of Railways have stated that where suitable Scheduled Caste/Scheduled Tribe employees are not available, the reserved vacancies in non-gazetted categories are carried forward to three subsequent years. In the third year of carry forward if no Scheduled Caste or Scheduled Tribe employee is available to fill the vacancy reserved for the respective community the exchange of quota between Scheduled Castes and Scheduled Tribes is provided. Where the reserved vacancies cannot be filled even by this, the quota lapses. In the case of promotions made by selection to gazetted posts, the unfilled quota is not carried forward to subsequent recruitment years, but the exchange is done in the selection year itself. It is, however, ensured that the reserved quota is dereserved only in the cases where the same could not be filled even by promoting the best amongst failures.

1.7. The Committee are not satisfied with the reply of the Government. The Committee reiterate their recommendation that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

1.8. In para 2.53 of their Report, the Committee had observed that they were not aware as to how many of the casual labourers had been regularised and as such they wanted the Ministry of Railways to examine whether 120/180 days of total service instead of continuous service of that duration, as the case might be, could be prescribed for making them regular. The Committee also drew attention to their earlier recommendation in the Report about ensuring adequate representation of Scheduled Castes and Scheduled Tribes in this category.

1.9. The Ministry of Railways, in their reply dated the 9th April, 1979, have stated that in accordance with the recommendations of the Miabhoy Tribunal, casual labourers/substitutes other than those employed on projects are given temporary status after expiry of 120 days continuous employment. This entitled them to almost all the privileges enjoyed by temporary railway servants, including payment of wages in regular scales of pay, leave, passes, P.T.Os etc. Casual labour on the Project are, however, given daily rate of pay at 1/30th of the minimum of the scale of pay of the post plus D.A. on completion of 180 days continues employment in the same type of work. To facilitate their absorption against regular posts, almost all Class IV posts are filled from amongst casual labourers/substitutes. For this purpose, casual labourers/substitutes who have put in 120 days continuous service, are screened from time to time and they are absorbed against available regular vacancies. Since there are a large number of casual labourers/substitutes, who have put in years of a continuous service and also because of the pre-condition of 120 days continuous services for the grant of temporary status, it is not practicable to consider casual labourers with 120/180 days total service instead of continuous service of that duration for the purpose of regular appointment.

1.10. Ministry of Railways have further stated that beginning from 1969 about 2.35 lakhs casual labourers/substitutes have been absorbed on regular basis. While engaging casual labour it is ensured that adequate number of Scheduled Castes and Scheduled Tribes are engaged. By and large, there is adequate representation of Scheduled Castes and Scheduled Tribes in engagement of casual labour.

1.11. The Committee do not accept the reply of Government. The Committee are of the view that some times casual LABOURERS/SUBSTITUTES may not be engaged deliberately for a continuous period of 120/180 days and as such they will never complete 120/180 days of continuous service. The Committee, therefore, are of the view that the condition of continuous employment should not be insisted upon and the total period of service may be reckoned for making them regular.

1.12. In para 4.15 of the Report the Committee had noted that under the Apprentices Act, 1961, it was obligatory on all employers in the specified industries to engage apprentices in accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes had also been provided in the Rules framed under the said Act. The Committee had expressed the hope that, in future, all training places in the designated trades in the Railway Workshops would be filled up and Scheduled Caste and Scheduled Tribe candidates would be given their due representation in accordance with the quota reserved for them.

The Ministry of Railways, in their reply dated the 10th March, 1980 have stated that constant efforts are made to give due representation to the Scheduled Caste and Scheduled Tribe candidates, according to the quota reserved for them, as and when apprentices are engaged in different Trades on the Indian Railways under the Apprentices Act, 1961. The position is further being watched through periodical returns furnished by the Railways for the purpose, and this arrangement is considered to be adequate.

1.13. The Committee are not satisfied with the reply of the Government that constant efforts are made to give due representation to Scheduled Caste and Scheduled Tribe candidates according to the quota reserved for them under the Apprentices Act, 1961. The Committee desire that in future the prescribed quota for Scheduled Caste and Scheduled Tribe candidates in various designated trades should be filled in by persons belonging to these communities only.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (S. No. 2, para 1.17)

The Committee would like that the Ministry of Railways (Railway Board) should arrange refresher courses from time to time for the staff and, if necessary the assistance of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes may be sought in this regard.

Reply of Government

The Commissioner for Scheduled Castes and Scheduled Tribes has been requested to intimate if it would be possible for his organisation to arrange for a training on the maintenance of rosters etc. to the officers on Railways dealing with the Reservation for Scheduled Castes and Scheduled Tribes in services. On receipt of the reply from the Commissioner, the matter will be examined further.

Final reply of the Government

In consultation with the Commissioner for Scheduled Castes and Scheduled Tribes and the Institute of Secretariat Training and Management, arrangements have since been made to depute regularly railway officers to attend the "Appreciation Course" on "Reservation in Services for Scheduled Castes and Scheduled Tribes" for liaison Officers being organised by the Institute of Secretariat Training and Management, New Delhi. Till now 7 officers—two Chief Personnel Officers and 5 Senior Personnel Officers have been given training in the said course. More officers are proposed to be sent for training in the next appreciation course being organised by the Institute of Secretariat Training & Management in the month of March, 1980.

[No. 79-E(SCT) 15/31 (Pt. I) dated 10-3-80]

Recommendation (S. No. 3, para 1.18)

The Committee further note that a Cell has been set up in the Ministry of Railways (Railway Board) and also in the Headquarters of the Northern Railway to look after the interests of Scheduled Castes and Scheduled Tribes and to ensure proper and timely implementation of instructions issued from time to time in regard to Reservation Orders. The Committee feel that the effectiveness of the Cells set up in the Ministry of Railways (Railway Board) and in the Northern Railway should be judged by the increase in the vacancies reserved for them. The number of complaints handled by the Liaison Officer would also serve as an index to the activities of the Cell. The Committee also desire that with a view to ensure more effective implementation of various Reservation Orders at the Divisional/Workshop Level, a Cell should be set up in each Division/Workshop and an Assistant Personnel Officer nominated to look after this job, assisted by at least one Inspector, as laid down in Railway Board's letter No. 75-E(SCT)15/63 dated the 8th August, 1975.

Reply of Government

The recommendation has been communicated to the General Manager, Northern Railway, with instructions to take immediate steps to set up a Reservation Cell in each Division/Workshop in accordance with the Railway Board's orders contained in their letter No. 75-E(SCT)15/63 dated 8-8-1975.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 4, para 2.11)

The Committee note that recruitment to various categories of Class III posts in the Northern Railway is made by the Railway Service Commission, Allahabad. The Committee also note that in case the Railway Service Commission is unable to recommend adequate number of Scheduled Castes and Scheduled Tribes against the reserved vacancies, the General Manager, Northern Railway, has been vested with powers to make recruitment of Scheduled Castes and Scheduled Tribes from the open market to wipe out the shortfall in the reserved vacancies and the General Manager in fact exercised these powers in 1976 when 546 Scheduled Castes and 217 Scheduled Tribes were recruited to wipe out the shortfalls at that time. The Committee emphasise that the General Manager should take recourse to these special powers immediately after receipt of intimation from the Railway Service Commission to the effect that they are unable to recommend the requisite number of Scheduled Castes and Scheduled Tribes.

Reply of Government

The General Manager, Northern Railway, has been asked to take note of the recommendation for compliance.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 5, para 2.12)

The Committee further note that recruitment to Class IV is made by screening available casual labour/substitutes in the Northern Railway and if requisite number of Scheduled Castes and Scheduled Tribes are not available to fill the vacancies reserved for them, recruitment is made from the open market. The Committee recommend that a Scheduled Caste/Scheduled Tribe officer should always be associated with the Screening Committees to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee also desire that while engaging casual labour in the initial stages, it should be ensured that adequate number of Scheduled Castes and Scheduled Tribes are recruited so that there may not be any difficulty in filling the reserved quota at the time of their screening for regular appointment.

The Committee have no doubt that enough care would be taken at the time of appointment of persons on compassionate grounds to ensure that the reservations for Scheduled Castes and Scheduled Tribes are not affected.

Reply of Government

The recommendation has been accepted. Orders have been issued/are under issue.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 6, para 2.18)

The Committee regret to note that the Railway Service Commission, Allahabad takes about 12 to 18 months in finalising the selection for popular categories in Class III posts and about 5 to 8 months for technical categories in the Northern Railway. The Committee would like the Ministry of Railways (Railway Board) to go into the working of the Railway Service Commission particularly from the angle of augmenting staff strength, if necessary, and take necessary corrective measures wherever necessary *inter alia* to ensure the time gap in finalising the panels for the Northern Railway Administration is reduced to the barest minimum.

Reply of Government

The question of speeding up the recruitment procedure particularly the recruitment to non-technical popular categories is receiving constant attention of the Ministry of Railways. Computerisation of the recruitment work and introduction of objective type of tests are being introduced on an experimental basis. It has also been decided that from 1979 onwards, the Railway Service Commissions will conduct recruitment to non-technical mass categories annually, on a programme basis without waiting for actual indents from the Railways and is expected that much of the time lag in supply of panels will be reduced.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 7, para 2.19)

The Committee are not sure whether the Railway Service Commission, Allahabad, approaches the Employment Exchanges for furnishing to them list of Scheduled Castes and Scheduled Tribes candidates for any specified category of jobs. In case this is resorted to, the Committee recommended that all vacancies should be notified to the local or Regional Employment Exchanges. The total number of vacancies to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions/relaxations permissible in favour of Scheduled Castes and Scheduled Tribes should be clearly intimated in the requisitions sent to the Employment Exchanges. Copies of such notices should also be sent to the local Scheduled Caste/Tribe MLAs and MPs., and also the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

Reply of Government

Copies of the Employment notices issued by the Commission are sent to the local Employment Exchanges and to SC/ST associations. The observations of the Committee contained in paragraphs 2.19 and 2.20 have been sent to the Railway Service Commission, Allahabad for their guidance.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 8, para 2.20)

The Committee further recommended that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies reserved for Scheduled Castes and Scheduled Tribes should also be notified to all the recognised and/or registered Associations/Organisations of Scheduled Castes and Scheduled Tribes and also to the Director of Scheduled Castes/Tribes, Welfare or Director of Social Welfare in the State/Union Territory concerned.

Reply of Government

Copies of the Employment notices issued by the Commission are sent to the local Employment Exchanges and to SC/ST associations. The observations of the Committee contained in Paragraphs 2.19 and 2.20 have been sent to the Railway Service Commission, Allahabad for their guidance.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 9, para 2.21)

The Committee would like the Railway Service Commission, Allahabad and other recruitment authorities in the Northern Railway to furnish to the Employment Exchanges in case it is not already done, the precise reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them to fill the reserved posts for their further guidance and to enable them to gear up their own machinery to sponsor the right type of candidates in future.

Reply of Government

The above observations of the Committee have been forwarded to the Chairman, Railway Service Commission, Allahabad and the General Manager, Northern Railway for compliance in future.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 10, para 2.22)

The Committee note that the Railway Service Commission, Allahabad is in touch with the Industrial Training Institutes and other technical institutions for securing suitable candidates to man the various posts on the Railway. The Committee desire that the Liaison officers in the Northern Railway should also maintain close liaison with the Indian Institutes of Technology and Industrial Training Institutes for the recruitment of Scheduled Castes and Scheduled Tribes in the skilled and semi-skilled categories of posts in the Northern Railway and in its workshops.

Reply of Government

The above recommendation has been brought to the notice of the General Manager/Northern Railway for strict compliance.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 11, para 2.24)

The Committee note the various concessions/relaxations granted to Scheduled Castes and Scheduled Tribes while making recruitments to Class III Services in the Northern Railway and its workshops. The Committee have no doubt that if the Northern Railway authorities implement these concessions/relaxations both in letter and spirit, enough Scheduled Caste and Scheduled Tribe candidates would be available for the reserved vacancies.

Reply of Government

The above observation of the Committee has been brought to the notice of the Northern Railway Administration for information and guidance.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 12, para 2.31)

The Committee would like to emphasise that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in Services as per the points reserved for them in the rosters and that these would cease to have any significance if they are not maintained properly. The Committee would, therefore, like to emphasise that the rosters should be maintained by the authorities concerned in accordance with the extant orders on the subject and checked regularly by the competent authorities. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of the concerned Head of the Department.

Reply of Government

The General Manager, Northern Railway, has been asked to take a special note of the recommendation for strict compliance.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 13, para 2.39)

The Committee note that, in accordance with the instructions issued by the Ministry of Railways (Railway Board), if the requisite number of candidates belonging to Scheduled Castes and Scheduled Tribes are not found suitable in the promotional categories, the best amongst the failures are to be promoted against the quota reserved for them for six months on *ad-hoc* basis and if during these six months their performance is found to be satisfactory, their names are to be included in the panel. The Committee hope that all the appointing authorities in the Northern Railway, will follow these instructions meticulously and will ensure that all the posts reserved for them are actually filled in by them with a view to wipe out the backlog as early as possible.

Reply of Government

The instructions regarding promotion of best amongst failures to fill the reserved quota are being followed to the extent feasible keeping in view

the administrative interest. This policy is not being followed in categories involving public safety.

Final reply of the Government

The above recommendation has been brought to the specific notice of the Northern Railway Administration with the instructions that they should follow the relevant instructions meticulously and ensure that all posts reserved for the Scheduled Castes and Scheduled Tribes are actually filled in with a view to wiping out the backlog as early as possible.

[No. 77-E (SCT) 15/31 (Pt. I) dt. 10-3-80].

Recommendation (S. No. 15, para 2.49)

The Committee need hardly emphasise the desirability of including a Scheduled Caste or Scheduled Tribe officer on the Selection Board/Departmental Promotion Committees constituted by the Northern Railway so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Castes/Tribe Officer of the appropriate status is not available in the Northern Railway, Scheduled Caste/Tribe officer from another Railway should be associated with such Selection Committees/Departmental Promotion Boards.

Reply of Government

Scheduled Caste Officers are available on almost on all the divisions and Workshops of the Northern Railway. Instructions for associating these officers on the Selection Boards/Departmental Promotion Committees, to the maximum extent possible have been repeated to Northern Railway for strict adherence.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 16, para 2.52)

The Committee note that there are at present 50 to 55 thousand casual labourers on the Northern Railway and out of them, 33 per cent are Scheduled Castes and 9 per cent are Scheduled Tribes and they are entitled to regular scales of pay after completing 120 days continuous service under an Inspector and on the construction side, they have to work continuously for 180 days before they are regularised.

Reply of Government

This is only an observation. The position has been further explained in the "Reply" given against recommendation No. 17. (please see in Para 1.8, Chapter I).

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 19, para 3.8)

The Committee note that, as a result of review, the Ministry of Railways (Railway Board) have launched a special programme on all the Railways

from the 1st October, 1977 to make good the shortfalls in the quotas reserved for Scheduled Castes and Scheduled Tribes wherever existing in Class III and Class IV categories, both in the recruitment and promotional categories to the maximum extent possible. The programme was scheduled to last up the end of March, 1978. The Committee also note that there is no shortage of candidates belonging to Scheduled Castes and Scheduled Tribes for popular categories of Class III posts but there is shortage of Scheduled Tribes candidates for the posts on the technical side and certain relaxations in qualification have been given to Scheduled Tribe candidates in this regard. The Committee would like to be apprised of the results achieved as a result of the special programme launched by the Ministry of Railways(Railway Board) to wipe out the shortfalls in the Northern Railway.

Reply of Government

As a result of the special drive during the period 1-10-1977 to 31-3-1978 in recruitment/promotion the number of Scheduled Castes and Scheduled Tribes was as under :

	Popular Categories				Technical Categories			
	Class III		Class IV		Class III		Class IV	
	SC	ST	SC	ST	SC	ST	SC	ST
No. recruited	601	588	995	1629	97	113	63	44
No. promoted	930	895	308	425	910	583	268	384

[Ministry of Railways (Railway Board) OM No. 77 E-(SCT) 15/31 (Pt. I) dated 9-4-1979.]

Recommendation (S. No. 21, para 3.20)

The Committee note that half yearly statements showing the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in recruitment and promotional categories are laid on the Table of both Houses of Parliament. The Committee further note that these statements are reviewed by the Ministry of Railways (Railway Board) as and when received from the Railways and, as a result of their review, it has been decided to launch a special drive to make good the shortfalls wherever existing in Class III and Class IV both in recruitment and promotional categories to the maximum extent possible. The Committee hope that the Ministry of Railways(Railway Board) will continue to make a thorough and analytical study of these statements and take prompt and effective measures to remove the deficiencies noticed.

Reply of Government

It is confirmed that the efforts are continuously being made by the Railway Board and the Zonal Railways to wipe out the deficiency of Scheduled Castes and Scheduled Tribes as early as possible and that this is a continuous progress.

Final Reply of the Government

It is confirmed that the Ministry of Railways make a thorough and analytical study of the half yearly statements showing the progress made in the intake of Scheduled Castes and Scheduled Tribes against vacancies reserved for them in recruitment and promotional categories and take prompt and effective measures to remove the deficiencies noticed. With a view to wiping out shortfalls in the intake of Scheduled Castes and Scheduled Tribes in Railway services a third Crash Programme was launched from 1-11-79 to 31-3-80 which has, however, since been postponed with effect from 20-12-79 as a result of Stay Orders granted by the Supreme Court on recruitment/promotions of Scheduled Castes and Scheduled Tribes against reserved vacancies.

[No. 77-E(SCT) 15/31 (Pt. I) dated 10-3-80].

Recommendation (S. No. 22, para 4.8)

The Committee would like to stress that separate registers for registering complaints/representations received from Scheduled Caste and Scheduled Tribe employees should be maintained at various levels with immediate effect and a precise procedure laid down to deal with such complaints/representations with utmost expeditious. These registers should at least be checked quarterly by the Liaison Officer and also by the Head of Division concerned during the course of inspection of the offices under his control to ensure prompt disposal of complaints/representations received from scheduled caste and scheduled tribe employees and quarterly reports submitted to the Headquarters of Northern Railways and also to the Ministry of Railways (Railway Board) for their information.

Reply of Government

The recommendation is accepted. The General Manager, Northern Railway, has been instructed to take necessary steps to ensure prompt disposal of complaints/representations received from the Scheduled Caste/Scheduled Tribe employees. The information indicating the number of complaints received from the scheduled castes and scheduled tribes and those dealt with-out of them is already being included in the Half-Yearly Reports, copies of which are placed on the table of the Parliament.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

(Recommendation (S. No. 24, para 4.23)

The Committee note that no reservations for Scheduled Caste and Scheduled Tribe persons have been provided for the award of catering/vending contracts on the Northern Railway. The Committee further note that though there has some increase in awarding petty contracts to Scheduled caste and scheduled tribe people during the last three years, this cannot be considered very satisfactory. The Committee feel that there is at present no dearth of scheduled caste and scheduled tribe persons for undertaking such jobs if suitable opportunities are provided to them, and are, therefore, of the opinion that maximum consideration should be shown to the scheduled caste and scheduled tribe people in the matter of award of petty contracts and that larger number of awards are given to them as far as possible. They

are also of the opinion that reservations for scheduled caste and scheduled tribe persons in the award of petty contracts, equivalent to the percentage of reservations in force for them, should be provided on the Northern Railway.

Reply of Government

The rules for award of small vending/catering contracts upto 1/2 unit have recently been revised. With effect from 1-8-1978, the orders are that all small catering/vending contracts upto 1/2 unit will be allotted only to Scheduled Caste/Tribe candidates.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 27, para 4.26)

The Committee note that it has been provided in the 'Brochure on Reservation for Scheduled Castes and Scheduled Tribes in the Services of Railways' that at least ten per cent of employees of vending and petty contractors should belong to scheduled castes and scheduled tribes. The Committee trust that the Northern Railway authorities will ensure that these orders are actually implemented.

Reply of Government

These instructions are already in force. These instructions have also been recently reiterated to Northern Railway and all other Railways also.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES.

Recommendation (S. No. 18, para 2.57)

The Committee feel that ordinarily vacancies reserved Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and *vice versa* at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Northern Railway authorities to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

Reply of Government

Efforts are made to fill the quota reserved for Scheduled Castes and Scheduled Tribes by candidates belonging to Castes and Tribes respectively. In case Castes/Tribes are not available, the quota is carried forward and efforts are continued to be made to obtain candidates in the subsequent recruitment years till the reserved vacancy becomes more than three year old. If in the third year of carry-forward also, Scheduled Caste candidates do not become available, Scheduled Tribe candidates are considered against Scheduled Caste vacancies and *vice-versa* before declaring the quota as finally lapsed. In case the exchange is considered in the first-year itself, the quota cannot be carried forward and thereby efforts would not be made to obtain Scheduled Caste or Scheduled Tribe candidates in subsequent years. This will deny the chance of promotion to SC/ST candidates who may become eligible or available in the subsequent years. In order to avoid any representation from Scheduled Castes/Scheduled Tribes the quota is kept reserved for them for three years and if all efforts to obtain such candidates during these three years fail, only in that case the exchange is considered. In the case of promotion by selection to gazetted categories, the exchange of quota between Scheduled Castes and Scheduled Tribes is allowed in the first year itself because there is no carry-forward of unfilled quota in that case.

The above instructions are being followed as per directives received from the Department of Personnel.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-79].

Comments of the Committee

The Committee desire that wide publicity should be given by the Railway Administration to fill up the vacancies reserved for the respective communities which have been carried forward, so that inter-change of vacancies bet-

ween Scheduled Castes and Scheduled Tribes during third year of carry forward does not become necessary.

Recommendation (S. No. 20, para 3.16)

The Committee note that all new recruits are given training in the Railway Training Schools and no special or specific course of in-service training, as such, has been arranged for Scheduled Caste and Scheduled Tribe employees in the Northern Railway. However, Scheduled Caste and Scheduled Tribe employees who are promoted under the scheme 'best among the failures' are provided the opportunity of learning while on the job. The Committee feel that a special in-service training programme in the Northern Railway especially for those Scheduled Caste and Scheduled Tribe employees who have been promoted by lowering the standards should be initiated on a regular basis so as to make them better equipped for selection to higher categories of posts.

Reply of Government

In view of the fact that the Scheduled Caste/Scheduled Tribe candidates selected with relaxed standards get training while working on the job under the 'best amongst the failures' Scheme, no separate training is considered necessary.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 25, Para 4.24)

The Committee would also like the Ministry of Railways (Railway Board) to associate a Scheduled Caste/Scheduled Tribe officer in the Committee appointed to screen the applications received by the Northern Railway for the award of such contracts.

Reply of Government

According to revised rules which have come into effect from 1-8-1978, petty contracts of catering/vending will be allotted to only Scheduled Castes/Scheduled Tribe candidates. As such the implementation of above recommendation is not really necessary. In any case it may not be always possible to implement the above recommendation.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Recommendation (S. No. 26, para 4.25)

The Committee would also like to know the decision taken with regard to award of petty contracts other than catering/vending contracts to the Scheduled Castes and Scheduled Tribe persons on the Northern Railway as is done in certain other Railways.

Reply of Government

Scheduled Caste/Scheduled Tribe candidates are given highest preference and if found suitable the contract is allotted to them without

taking into consideration the other criteria. The intention is to give maximum number of contracts to SC/ST candidates.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT) 15/31 (Pt. I) dated 9-4-1979]

Comments of the Committee

The Committee desire that necessary data relating to the award of petty contracts other than catering/vending contracts to Scheduled Castes and Scheduled Tribes persons in the Northern Railway should be furnished to them.

Recommendation (S. No. 28, para 4.30)

The Committee note the present policy being followed by the Ministry of Railways (Railway Board) for the allotment of surplus land on the sides of Railway tracks. The Committee feel that it will help a long way if landless people belonging to SC/ST are given preference in the allotment of such surplus lands in future.

Reply of Government

Sufficient instructions already exist on the Railways in regard to licensing of railway lands to the Scheduled Castes/Scheduled Tribes persons.

Final Reply of the Government

The instructions which exist in regard to the licensing of surplus railway lands to persons of the weaker sections of the society *inter alia* lay down that —

Land between stations :

- (i) Those areas of land, which have not been taken over by the State Governments, or have been returned by the State Governments, should be licensed to the outsiders belonging to Scheduled Castes/Scheduled Tribes, backward classes and other landless poor. While allotting these lands, applications of the railway employees belonging to these categories should also be considered provided that it does not detract their attention from their normal duties.

Land in Station Yards & Colonies :

- (ii) Surplus railway land within the station limits (station yards and railway colonies) should be licensed to the railway employees belonging only to the SC/ST and other landless poor. In those cases where employees belonging to these categories are not available/forthcoming, the railway lands should be allotted to the other railway employees. The Railways should thus ensure that by and large the interest of the low paid Class IV and Class III railway employees is properly safeguarded.

- (iii) Where there are large and compact plots of railway land, these may be divided into smaller plots of 2 acres or so and may be licensed as per the above instructions without conducting open auction.

[No. 77-E(SCT) 15/31 (Pt. I) dated 10-3-80.]

Comments of the Committee

The Committee stress that Government should ensure that there are no *benami* transactions for the allotment of surplus land and that the real beneficiaries are SC/STs.

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (S. No. 1, para 1.11)

The Committee are distressed to note that a large number of posts have been kept outside the purview of reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Northern Railway. The Committee see no reason why reservation orders have not been made applicable to these posts and would, therefore, like the Ministry of Railways (Railway Board) to review the whole policy of making reservation orders applicable into all the posts in the Railways in consultation with the Department of Personnel and Administrative Reforms as the Committee are in principle opposed to any category of posts being exempted from the purview of reservations.

Reply of Government

In the matter of reservation for Scheduled Castes and Scheduled Tribes, Railways are guided by the instructions issued from time to time by the Department of Personnel and Administrative Reforms. That Department has therefore been requested to examine the above recommendation of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes and whatever decision is taken in this regard by that Department, will be adopted on the Railway *in toto*.

Final Reply of the Government

The matter has since been examined in details in consultation with the Department of Personnel and Administrative Reforms and position is found to be as follows :—

“The reservation originally applied only to the vacancies filled by direct recruitment and has been extended in stages to cover also the promotions made through limited departmental competitive examination to posts/grades in Class II, III and IV; on the basis of seniority-cum-fitness as to posts/grades in all classes and on the basis of promotion by selection in Class II, III and IV and to the lowest rung of Class I Service. Under the extant instructions the following categories are exempted from the scope of reservation for Scheduled Castes and Scheduled Tribes :—

- (i) Promotion by selection within Class I Service;
- (ii) Promotion other than (i) above, where the element of direct recruitment exceeds 66-2/3%;
- (iii) Posts filled by transfer;
- (iv) Posts filled by deputation.

The question of extending the reservation to the above category has been considered repeatedly in the past at the highest levels in the Government, but it has not been found possible to extend reservation to these areas for some of the reasons mentioned briefly below :—

(i) *In promotion by selection within Class I Services*

The responsibility of such posts are generally of a very high order. It was considered that it might be too much of compromise with both efficiency of administration and the morale of the existing staff if reservations are sought to be made in such promotions. Reservations at these higher levels are likely to lead to supersession and promotional avenues at the top levels being restricted, they are sure to adversely affect the morale of the senior management of the Civil Services, which may not be a desirable and in itself.

(ii) *Promotions to posts/grades in which the element of direct recruitment exceeds 66-2/3%*

As stated above, originally reservation was confined only to the vacancies filled on a regular basis by direct recruitment. The promotion posts were clearly excluded from the purview of reservation. Subsequently, however, reservations were extended in stages to the various promotional areas. Till 1968, the promotions made by selection to/within Class III and IV posts, apart from those made through a limited departmental competitive examination, were subject to reservations only in respect of such grades/posts, in which there was no element of direct recruitment. However, on a review of the policy of reservation in promotion, the Government liberalised and enlarged the scope of the reservation scheme in 1968 by laying down that reservations would be applicable to the promotions made through limited departmental competitive examination in Class II, III and IV and by selection to/within Class III and IV in respect of grades/services in which the element of direct recruitment did not exceed 50%. This was further liberalised by the orders issued in 1976, with a view to enlarging the scope of reservations in promotions, by substituting 66-2/3% in place of the 50% element of direct recruitment.

(iii) *Posts filled by transfer or deputation*

Recruitment by means of deputation and transfer is prescribed only in those cases where the turnover is essential or where special professional experience is necessary for manning posts or where there are no career prospects to attract suitable persons through other modes of recruitment. Instead of making any formal reservations, particularly in the posts filled by deputation, instructions have been issued to the Ministries sponsoring candidates for deputation also to consider the eligible Scheduled Castes/Scheduled Tribes employees along with the other eligible employees while sponsoring names for deputation. Similarly, instructions have also been issued to the employing Ministries/Heads of Offices concerned, particularly where the number of posts to be filled by deputation is fairly substantial, to make an endeavour to see that a fair proportion of such posts is filled by employees belonging to these communities from the feeder cadres. It is considered that these measures would sufficiently safeguard the interests of SC & STs in such appointments.

(iv) *Purely temporary establishments such as work-charged (daily rated) staff*

Orders have since been issued on 22-7-77 and 10-3-79 that the principle of reservation for the Scheduled Castes and Scheduled Tribes should generally be suitably applied to the extent possible to work-charged establishments also as in the case of engagements of casual labour/substitutes, except in the case of those who are recruited for emergencies like flood relief work, accident restoration and relief etc. Although no roster register is required to be maintained, the recruiting authority is required to ensure intake of Scheduled Castes/Scheduled Tribes to be as far as possible according to the percentage of reservation prescribed in their favour.

It may be added here that reservations have already been extended to the major areas of recruitment. The extension of the reservation to the few excepted areas as discussed above is not likely to lead to any significant improvement in their representation, and can, at best, have a marginal effect. It is well known that it has not been possible to fill all the reserved vacancies, in the areas where the reservations already apply, because of the non-availability of Scheduled Castes/Scheduled Tribes candidates, despite the existence of a strict and elaborate procedure for securing suitable Scheduled Caste/Scheduled Tribe candidates for filling the vacancies reserved for them, and availability of a number of relaxations and concessions. The Government, therefore, considers that what is of prime importance is not to enlarge the scope of reservation, but to enlarge the availability of suitable, eligible and adequately deserving Scheduled Castes/Scheduled Tribes candidates, and take intensive steps to increase their intake into Government services. This matter is already engaging the active attention of the Government.

Comments of the Committee

Please see Chapter I, para 1.2.

Recommendation (Sl. No. 14, para 2.45)

The Committee are distressed to note that a large number of vacancies have been deserved in various grades during the last three years depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be deserved. The Committee desire that before steps for dereservation are taken, it should be ensured whether Scheduled Castes candidates are available for appointment against the vacancies reserved for scheduled tribes and *vice versa*.

Reply of Government

Where suitable Scheduled Caste/Scheduled Tribe employees are not available the reserved vacancies in non-gazetted categories are carried-forward to three subsequent years. In the third year of carry forward if no Scheduled Caste or Scheduled Tribe employee is available to fill the vacancy reserved for the respective community the exchange of quota between S/C and S/Ts is provided. Where the reserved vacancies cannot be filled even by this, the quota lapses. In the case of promotions made by selection to gazetted posts, the unfilled quota is not carried forward to subsequent recruitment years, but the exchange is done in the selection year itself.

It is, however, ensured that the reserved quota is dererved only in the cases where the same could not be filled even by promoting the best amongst failures.

[Ministry of Railways (Railway Board) O.M. No. 77E (SCT)
15/31 (Pt. I) dated 9-4-1979]

Comments of the Committee

Please see Chapter I, para 1.5.

Recommendation (Sl. No. 17, para 2.53)

The Committee are not aware as to how many of these casual labourers have been regularised. The Committee would like the Ministry of Railways to examine whether 120/180 days of total service instead of continuous service of that duration, as the case may be, could be prescribed for making them regular. The Committee had already recommended earlier in this Report about ensuring adequate representation of Scheduled Castes and Scheduled Tribes in this category.

Reply of Government

In accordance with the recommendations of the Miabhoj Tribunal, casual labourers/substitutes other than those employed on Projects are given temporary status after expiry of 120 days continuous employment. This entitled them to almost all the privileges enjoyed by temporary railway servants including payment of wages in regular scales of pay, leave, passes, PTOs etc. Casual Labour on the Project are, however, given daily rate of pay at 1/30th of the minimum of the scale of pay of the post plus DA on completion of 180 days continuous employment in the same type of work. To facilitate their absorption against regular posts, almost all Class IV posts are filled from amongst casual labourers/substitutes. For this purpose, casual labourers/substitutes who have put in 120 days continuous service, are screened from time to time and they are absorbed against available regular vacancies. Since there are a large number for casual labourers/substitutes, who have put in years of continuous service and also because of the pre-condition of 120 days continuous service for the grant of temporary status, it is not practicable to consider casual labourers with 120/180 days total service instead of continuous service, of that duration for the purpose of regular appointment.

Beginning from 1969 about 2.35 lakhs casual labourers/substitutes have been absorbed on regular basis.

While engaging casual labour it is ensured that adequate number of Scheduled Castes and Scheduled Tribes are engaged. By and large, there is adequate representation of Scheduled Castes and Scheduled Tribes in engagement of casual labour.

[Ministry of Railways (Railway Board) O. M. No. 77-E(SCT)
15/31 (Pt. I) dated 9-4-1979]

Comments of the Committee

Please see Chapter I, para 1.8.

Recommendation (Sl. No. 23, para 4.15)

The Committee note that under the Apprentices Act, 1961, it is obligatory on all employers in the specified industries to engage apprentices in

accordance with the prescribed ratio in the designated trades. Reservations for Scheduled Castes and Scheduled Tribes have also been provided in the Rules framed under the said Act. The Committee hope that, in future, all training places in the designated trades in the Railway Workshops will be filled up and Scheduled Caste and Scheduled Tribe candidates will be given their due representation in accordance with the quota reserved for them.

Reply of Government

Efforts are always made to fill the quota reserved for Scheduled Castes and Scheduled Tribes by such candidates.

Final reply of the Government

Constant efforts are made to give due representation to the Scheduled Caste and Scheduled Tribe candidates according to the quota reserved for them, as and when, apprentices are engaged in different Trades on the Indian Railways under the Apprentices Act, 1961. The position is further being watched through periodical returns furnished by the Railways for the purpose, and this arrangement is considered to be adequate.

[Ministry of Railways (Railway Board) O.M. No. 77-E(SCT)
15/31 (Pt. I) dated 10-3-80.]

Comments of the Committee

Please see Chapter I, para 1.12.

R. R. BHOLE,

NEW DELHI :

December 2, 1980

Agrahayana 11, (1902) (Saka)

Chairman,

Committee on the Welfare of

Scheduled Castes and Scheduled Tribes.

APPENDIX

Analysis of the Action Taken by Government on the Recommendations contained in the Twenty-First Report of the Committee

1. Total number of recommendations	28
2. Recommendations which have been accepted by Government (<i>vide</i> Recommendations at S. Nos. 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 19, 21, 22, 24 & 27).	
Number	19
Percentage to total	67.86
3. Recommendations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> Recommendations at S. Nos. 18, 20, 25, 26 & 28).	
Number	5
Percentage to Total	17.86
4. Recommendations in respect of which final replies of Government have not been accepted by Committee and which require reiteration (<i>vide</i> Recommendations at S. Nos. 1, 14, 17 & 23).	
Number	4
Percentage to total	14.28